LEGISLATIVE ASSEMBLY

OVERVIEW

MISSION

To safeguard and promote the principles of consensus government and the institution of the Legislative Assembly in order to foster an empowered and representative government that is relevant and accountable to the people of the Northwest Territories.

GOALS

1. Provide the opportunity for meaningful input from all Members and the general public in the consideration of and passage of laws.
2. The government is authorized to expend public monies in pursuit of clearly defined program and service delivery goals and objectives on behalf of the residents of the NWT
3. Elected Members of the Legislative Assembly are assisted in achieving their vision for the Northwest Territories, as expressed in the 16th Legislative Assembly's Vision and Goals document *Northerners Working Together*.
4. Ensure the independence and effectiveness of Statutory Offices in completing their legislated responsibilities.
5. Collaboration and communication amongst all Members, standing committees and governments.
6. The general public is well-informed and has access to Legislative Assembly processes and decisions.
7. To adhere to the highest standards of public sector governance within the consensus system.
8. The promotion of the Legislative Assembly as the "Place of the People".
9. The Legislative Assembly provides a forum for meaningful and relevant debate about the issues and challenges facing the residents of the NWT.
10. Highly motivated, efficient staff with a shared understanding of the organization's future.

PROPOSED BUDGET

Compensation & Benefits	$8,419,000
Grants & Contributions	200,000
Other O&M	$6,149,000
Amortization	836,000
Infrastructure Investment	135,000

PROPOSED STAFFING

Headquarters (HQ)	32 positions
Regional/Other Communities	0 positions

KEY ACTIVITIES

Session
Committees
Office of the Speaker
Expenditures on Behalf of Members
Office of the Chief Electoral Officer
Statutory Officers

EMERGING ISSUES

The 16th Legislative Assembly was elected on October 1, 2007 with a four-year mandate that expires on October 2, 2011. The Legislative Assembly is not a government department but is in fact one of three distinct branches within the governance framework of the Northwest Territories. The remaining two branches are the Executive, represented by the Government of the Northwest Territories, and the Judiciary, represented by the courts. The Legislative Assembly's role is to pass laws reflective of the needs and aspirations of NWT residents, approve expenditures proposed by the Executive branch, to hold the Executive to account for its actions on behalf of residents, to provide a structured public forum where elected leaders can debate issues of relevance to the people of the NWT, and to promote public trust and confidence in the Legislative Assembly as the symbol of public government in the NWT.

Economic Environment

Over the past year, the global financial crisis and resultant market volatility has impacted both the Retiring Allowances and Supplementary Retiring Allowances Fund. From March 31, 2008 to September 30, 2008 both funds have experienced approximately $4.67 million in unrealized losses or about 9.8% of the plans' total assets. This is similar to the impact felt by other Canadian pension plans however in our particular case these losses were alleviated by a strong opening surplus. In fact, both plans continue to maintain a strong surplus of approximately $14.6 million. However, the instability of the global financial system requires that the Legislative Assembly continue its diligence and adherence to governance mandate in order to ensure the continued financial stability of the Member's plans.

Broadcasting Issues

The broadcast solution is in the first year of its operation and the Legislative Assembly continues to work on a number of issues. First, implementation of the solution in communities with CBC facilities has been held up by negotiations with CBC. The Legislative Assembly continues to negotiate with the CBC for the use of their facilities however the schedule for broadcasting in these communities (Fort Good Hope, Fort Resolution, Aklavik, Tuktoyaktuk and Wrigley) continues to be pushed back.

During the October 2008 session, only 7 of the 24 communities consistently confirmed audio and visual reception for both the live broadcast and rebroadcast of session proceedings. The Legislative Assembly is continuing to work with Telesat, its consultants and the communities to ensure that broadcasts of the proceedings are consistently received by community residents. In addition, rebroadcasts of proceedings are not available in Yellowknife. Live proceedings are carried by the local community television channel and the Assembly is working with the local cable provider to provide rebroadcasts on a consistent basis.

Evolving Political Relationships

Relevance and perceived relevance of the Legislative Assembly is important to its effectiveness as a governance structure within the evolving political framework. The continued negotiation and finalization of land claim and self-government agreements will have a significant impact on governance at all levels and in all communities across the Northwest Territories. The Legislative Assembly needs to be mindful of the developments of this unique evolving governance structure in order to ensure its relevance within this framework.

Language Community Expectations

There are increasing expectations from the languages communities to deliver services in all Official Languages of the Northwest Territories. Nowhere was this more evidenced more than when the Federation Franco-Tenoise filed a judicial complaint claiming their language rights were breached. The specific applicability of their claim to the Legislative Assembly was that the *Official Languages Act* required the publication of Hansard and the broadcasting of debates in French. While the Assembly was successful in arguing Legislative privilege over its decisions, we are still cognizant of the needs of our language communities and strive to provide broadcasting services in all our Official Languages.

Program Cost Drivers

The competition for scarce services in the Northwest Territories is escalating the cost of doing business in the North. The Assembly is not immune to this phenomenon as evidenced by the increased costs associated with the recent Hansard contract. The Assembly will face additional pressure as three of the four major contracts (security, janitorial, audio-visual) will expire in 2008-09.

In addition, the Legislative Assembly is not sheltered from the impact of rising fuel prices. The operation of the Legislative Assembly is such that energy consumption is minimized due to the systems operating at maximum efficiencies. Despite these efficiencies, energy costs have increased by $40,000 since 2004-05.

FISCAL POSITION AND BUDGET

Departmental Summary

	Proposed Main Estimates 2009-2010	Main Estimates 2008-2009	Revised Estimates 2007-2008	Main Estimates 2007-2008
		($000)		
OPERATIONS EXPENSE				
Office of the Clerk	7,594	7,826	7,725	7,653
Office of the Speaker	353	253	388	388
Expenditures on Behalf of Members	5,998	5,769	6,058	6,045
Office of the Chief Electoral Officer	360	374	1,123	1,123
Statutory Officers	1,299	1,142	1,085	1,085
TOTAL OPERATIONS EXPENSE	**15,604**	**15,364**	**16,379**	**16,294**
REVENUES	**16**	**9**	**9**	**9**

Operation Expense Summary

	Main Estimates 2008-09	Proposed Adjustments: Sunsets and Other Approved Adjustments	Proposed Adjustments: Reductions	Proposed Adjustments: Forced Growth	Proposed Adjustments: Strategic Initiatives	Proposed Adjustments: Internal Reallocation of Resources	Proposed Budget 2009-10
				($000)			
Office of the Clerk							
Clerk's Office	513	-	-	-	-	13	526
Deputy Clerk's Office	409	-	-	-	-	17	426
Public Information	179	-	-	-	-	-	179
Language Services	180	-	-	-	-	-	180
Corporate Services	1,744	(109)	-	-	-	-	1,635
Facilities	1,274	(100)	-	11	-	-	1,185
Human Resources	49	-	-	-	-	-	49
Research	576	(21)	-	-	-	-	555
Session	953	-	(8)	39	-	(46)	938
Committees	670	-	(45)	35	-	-	660
Library Services	443	-	(18)	-	-	-	425
Amortization	836	-	-	-	-	-	836
Total Activity	7,826	(230)	(71)	85	0	(16)	7,594
Office of the Speaker							
Office of the Speaker	253	-	-	100	-	-	353
Total Activity	253	0	0	100	0	0	353
Expenditures on Behalf of Members							
Expenditures on Behalf of Members	3,984	-	-	108	-	-	4,092
Pensions	1,785	-	-	121	-	-	1,906
Total Activity	5,769	0	0	229	0	0	5,998
Office of the Chief Electoral Officer							
Office of the Chief Electoral Officer	374	-	(45)	25	-	6	360
Total Activity	374	0	(45)	25	0	6	360
Statutory Officers							
Languages Commissioner	145	-	-	-	-	-	145
Conflict of Interest Commissioner	55	-	-	-	-	-	55
Information and Privacy Commissioner	62	-	-	-	-	-	62
Equal Pay Commission	30	-	-	-	-	10	40
Human Rights Commission	335	-	(25)	168	-	177	655
Human Rights Commission (G&C)	420	(35)	(8)	-	-	(177)	200
Human Rights Adjudication Panel	95	-	-	47	-	-	142
Total Activity	1,142	(35)	(33)	215	0	10	1,299
TOTAL DEPARTMENT	15,364	(265)	(149)	654	0	0	15,604

Revenue Summary

	Proposed Main Estimates 2009-2010	Main Estimates 2008-2009	Revised Estimates 2007-2008	Main Estimates 2007-2008
		($000)		
Other Recoveries				
Publications	2	3	3	3
Concessions	8	2	2	2
Merchandise	6	4	4	4
	16	9	9	9
TOTAL REVENUES	**16**	**9**	**9**	**9**

CORPORATE MANAGEMENT

Description

The Office of the Clerk includes:

Clerk's Office – Manages and directs the Legislative Assembly office.

Deputy Clerk's Office – Provides advice and support to the Speaker and Members on procedural and administrative matters. In addition, this office is responsible for providing visitor services, public information about the Legislative Assembly and language services.

Corporate Services – Provides financial management, human resource and administrative support to the Legislative Assembly and is responsible for the overall management of the Legislative Assembly Building and its facilities.

Research, Information and Library Services – Provides research services to the Speaker, individual Members, standing and special committees and the Clerk and provides information and reference services through the Legislative and Branch Libraries.

Session – Provides funding for the administration of session and the provision of the Hansard service.

Committee Meetings – Provides funding for the administration of all standing and special committees of the Legislative Assembly

Major Program and Service Initiatives 2009/10

Improving Energy Efficiency. The Legislative Assembly continually strives for operational efficiencies and the minimization of energy consumption. Given the volatility in the price per barrel of oil, the search for minimizing our energy consumption is all the more important. In order to reduce our reliance on heating oil and minimize our carbon footprint, the Office of the Clerk will be examining the feasibility of two energy efficiency initiatives. The hot water system in the building is generated using oil-fired burners and we will examine the use of solar water heating as an alternative to the existing system. In addition, the Legislative Assembly and the Department of Public Works and Services will be examining the feasibility of replacing the current oil-fired boilers with a biomass heating system.

Four Year Business Plan Update

Results to Date

Sessional Television Broadcasts. The Legislative Assembly has implemented a comprehensive solution to the Assembly's broadcasting requirements that also provides French and Aboriginal Language broadcasts. This initiative provides residents from remote communities with a greater opportunity to view the Legislative Assembly and participate in its role in governing the Territory.

The broadcast solution involves C-Band satellite distribution via Telesat Canada to 33 community-based integrated receiver/decoders, each capable of storing up to 16 hours of information and then broadcasting regionally appropriate programming. The Legislative Assembly continues negotiations with CBC to integrate our solution with their facilities in five communities. The plan is to implement the solution in these communities by March 31, 2009. The Legislative Assembly is continuing to work on an over-the-air solution for Yellowknife, Dettah and Enterprise. It is planned that Dettah and Enterprise will be brought on stream in 2009-10.

During the October 2008 Session, French and Aboriginal Languages broadcast service was implemented. A total of 34 sessional broadcasts were in languages other than English. Total days in languages other than English were as follows:

Language	Days
Chipewyan	4
Cree	3
French	4
Gwich'in	4
Innuinaqtun	2
Inuktitut	4
Inuvialuktun	3
North Slavey	7
Tlicho	3
Total	**34**

Note: An interpreter for South Slavey was arranged but due to personal reasons was unable to travel.

Measures Reporting

Measure 1: Number and location of committee hearings throughout the NWT devoted to the consideration of Bills

18 public hearings were held to review Bills in Yellowknife. 26 hearings devoted to the consideration of Bills were held in Behchoko, Colville Lake, Fort Simpson, Fort Smith, Gameti, Hay River, Inuvik, Jean Marie River, Tsiigehtchic, Tuktoyaktuk, Tulita, and Uluhaktuk.

Measure 2: Number of public representations and submissions on Bills before a standing committee

In 2007-08 there were 106 public representations and submissions on Bills before standing committee.

Measure 3: Participation at public hearings

A total of 175 people attended public hearings of standing committees.

Measure 4: Amendments to Bills in standing committee and Committee of the Whole

A total of 60 of 63 motions for amendments were carried in standing committee while 29 of 31 motions were carried in the consideration of Bills before the Committee of the Whole.

Measure 5: Number of session days spent considering appropriation and supplementary appropriation bills

Members spent 7 days considering 4 supplementary appropriation bills and 4 days considering the 2008-09 interim appropriation act.

Measure 6: Volume of funding appropriated by Special Warrant

During 2007-08, $4,400,000 was appropriated by Special Warrant. $1,980,000 was appropriated for Operations and Maintenance and $2,420,000 was appropriated for Capital Investments.

Measure 7: Number of committee days spent considering government business plans, results reports and main estimates

A total of 28 committee days were dedicated to the consideration of government business plans, results reports and main estimates.

Measure 8: Access to Legislative Assembly television coverage

In 2007-08, House proceedings were available on CBC North TV from 12:00 am to 1:30 am and CKLB Radio each sitting day. Rebroadcasts were available in Fort Simpson, Fort Smith, Hay River, Inuvik and Tuktoyaktuk. There were live television broadcasts in Yellowknife on the Community Access Channel. Paulatuk received radio broadcasts on 107.1 FM while Sachs Harbour were provided 2 hour DVD recordings of daily proceedings.

Measure 9: Requests for information and House documents from NWT residents

In 2007-08, 207 documents were requested.

Measure 10: Demand for Library Services

In 2007-08, there were:

- 533 reference requests made to the Legislative Library;
- 599 books, CDs and videos circulated;
- 164 interlibrary loans borrowed from other libraries; and,
- 65 interlibrary loans sent to other libraries.

Measure 11: Participation in Youth Parliament

19 students representing all constituencies and 11 different communities were involved in Youth Parliament in 2007-08. 57 applications were received for participation in the program. The educational theme was focused on the Official Languages of the Northwest Territories and included presentations from the Minister responsible for Official Languages and the NWT Languages Commissioner.

Measure 12: Number of school visits from outside the Capital

Grade 5 and 6 students from Ecole Boreal School and Princess Alexendra School visited the Legislative Assembly in 2007-08.

Measure 13: Participation in the Page Program

74 students participated in the Page Program in 2007-08. Schools in Yellowknife provided 44 students. The remaining students who worked as Pages represented the following constituencies:

- Deh Cho – Fort Providence (2)
- Hay River North (5)
- Hay River South (5)
- Inuvik Boot Lake (2)
- Mackenzie Delta – Aklavik (2), Fort McPherson (2)
- Monfwi - Behchoko
- Nahendeh – Jean Marie River, Fort Simpson (2)
- Nunakput – Ulukhaktok (2)
- Sahtu – Norman Wells (2)
- Tu Nedhe – Fort Resolution (2)

KEY ACTIVITY 1: OFFICE OF THE SPEAKER

Description

The Speaker is elected by the Members to preside over proceedings in the House and enforce the Rules of the Legislative Assembly. The Speaker, as Chair of the Board of Management, is responsible for developing policies on the overall control and operation of the Office of the Legislative Assembly. The Speaker is the official representative of the Legislative Assembly at provincial/territorial, federal and international functions.

Major Program and Service Initiatives 2009/10

Host Canadian Regional Seminar of the Commonwealth Parliamentary Association in the Fall of 2009. The Commonwealth Parliamentary Association (CPA) is an association of Commonwealth Parliamentarians who seek to promote understanding, cooperation, the study of, and respect for, parliamentary institutions throughout the Commonwealth.

Within the CPA organizational framework, Canada is one region, which is made up of fourteen branches; the federal branch, ten provincial branches and three territorial branches. The Canadian Region Seminar is one of the annual conferences hosted on a rotational basis in Canada. The NWT is scheduled to host the 2009 Fall seminar, which provides an opportunity to study and compare parliamentary procedures and operations with other provinces and territories.

Speaker's Outreach Program. The continued delivery of the Speaker's Outreach Program will provide students from remote communities with a greater opportunity to learn about the Legislative Assembly and its role in governing our Territory. The Speaker, the local Member of the Legislative Assembly (MLA) and the Sergeant at Arms will travel with the Mace to a minimum of two communities each year to visit local schools and educate young residents about our unique system of government and the important role of MLAs in it.

Four Year Business Plan Update

Results to Date

Speaker's Outreach Program. From September 22nd to the 24th, 2008, the Mace Tour visited the Thebacha constituency and the community of Fort Smith. Delegates included the Commissioner of the Northwest Territories, Speaker of the Legislative Assembly, Deputy Clerk and the Sergeant-at-Arms.

Two presentations were made to students and staff at Joseph Burr Tyrell Elementary School (JBT) and one presentation was made to PWK staff and students. Each delegate gave a brief summary of their position and role at the Legislative Assembly which was followed by a supervised viewing of the Mace for the students. The school presentations were given to approximately 400 staff and students at JBT and 200 staff and students at PWK. An additional public event held at PWK high school drew 75 visitors. Total exposure was approximately 700 people, including 600 students.

Self-Guided Tour Program. In an effort to maximize the experience of visitors who choose to "walk-in" versus participate in the guided tour, the Legislative Assembly implemented the Self-Guided Tour Program. The Program offers visitors the use of iPods to provide information on the Legislative Assembly along with souvenir map indicating points of interest in the public areas of the building. These tours are offered in all 9 Official Languages and Japanese. Since April 1, 2008, 104 visitors have participated in the program.

Cultural Enhancement Commission. As part of the 2008-09 budget reduction exercise the Legislative Assembly eliminated funding for the Cultural Enhancement Commission (CEC). The CEC was established to advise the Board of Management on matters including artifacts and artwork present in the Legislative Assembly building.

Measures Reporting

Measure 1: Number and type of events the Speaker attends in formal capacity

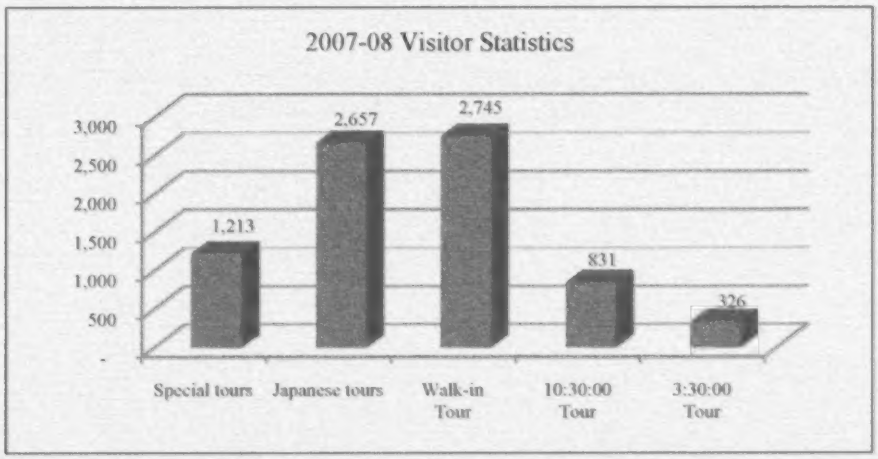
The Speaker attended 11 functions in a formal capacity including 2 conferences representing the Legislative Assembly of the Northwest Territories and hosted a delegation from the Consul General of China.

Measure 2: Number of external events scheduled in the Great Hall

74 events were held in the Great Hall including 25 weddings, 20 GNWT events, 11 not-for-profit events, 7 Legislative Assembly events, 8 other miscellaneous events and 3 cultural events.

Measure 3: Number of tours

7,772 visitors and guests visited the Legislative Assembly to participate in the tour program. 34% of the visitors were Japanese tourists with 75% of these tours occurring between the months of December and March. 35% of our visitors tended to favor the walk-in tour with only 15% utilizing our regular tour package.



Measure 4: Cultural events held and promoted

Three cultural events were held in the Great Hall including a drum dance, the Arctic Winter Games cultural display and a presentation of the Akaitcho map to Members of the Legislative Assembly.

Measure 5: Use of Aboriginal Languages in the House and Committees

At the request of the Members, the Legislative Assembly provided interpretation services in the House. During 2007-08, interpretation services were provided for Tlicho, French and Chipewyan. The Standing Committees, as part of their public review process ensured interpretation services were provided.

Measure 6: Requests for services/documents in official languages other than English

The Legislative Assembly received few requests for services and documents in Official Languages other than English. French Language Tours were requested and these requests were accommodated in all instances.

KEY ACTIVITY 2: EXPENDITURES ON BEHALF OF MEMBERS

Description

The Expenditures on Behalf of Members activity is comprised of the following:

- Members' Operating Expenses – Provides for the indemnities, allowances and constituency work expenses incurred by Members.

- Members' Pension Expenses – Includes all expenditures related to the administration of Members' pensions.

Major Program and Service Initiatives 2009/10

Independent Commission to Review Members' Compensation and Benefits. Section 35.1 of the *Legislative Assembly and Executive Council Act* requires that within two years after a general election an independent commission be established to review and assess Members' compensation and benefits, assess accountability measures and providing a report setting out recommendations for change. The Commission will be struck in 2008-09 and will begin the consultation and review process with a final report recommending changes to Member's indemnities and allowances expected in early 2010-11.

Four Year Business Plan Update

Results to Date

Implementation of Pension Governance Manual. The Pension Governance Manual sets out the governance program to be followed in the delivery of the Northwest Territories MLA's Pension Plans. The Pension Governance Manual was finalized in August 2007. In October 2008, the Board of Management provided direction to the Office of the Clerk and the Plan Administer to prepare a report to Members and former Members that will highlight the activities undertaken to fulfill the governance requirements including the operation of the plan, administration, funding and management of the assets.

Review of Investment Management Structure. In accordance with the *Retiring Allowances Act and Supplementary Retiring Allowances Act*, the Board of Management is mandated to ensure prudent stewardship of assets and liabilities and effective plan administration. The Board of Management undertook a review of the investment management strategy, specifically the appropriateness of the investment management structure and asset mix. Given the recent outperformance of the Plans in relation to the benchmark index and the strong surplus position of both funds the decision was made to remain with the structure currently in place.

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Measures Reporting

Measure 1: Member's attendance, travel and expenditure reports tabled annually

The following reports were tabled in 2007-08:

Attendance Reports

- Summary of Members' Absences for the Period April 1, 2006-March 31, 2007
- Summary of Member's Absences for the Period October 18 – November 26, 2007
- Summary of Members' Absences for the Period November 27, 2007 to February 5, 2008

Travel and Expenditure Reports

- Annual Report Respecting Members' Indemnities and Allowances for the Fiscal Year Ended March 31, 2007
- Annual Report Respecting Capital Accommodation Expenses for the Fiscal Year Ended March 31, 2007
- Annual Report Respecting Members' Constituency Expenses for the Fiscal Year Ended March 31, 2007
- Legislative Assembly Capital Accommodation Allowance October 1, 2003 to June 30, 2007 Audit Report

Measure 2: Internal and external review of legislation and policies

As part of the process for the transition into the 16th Assembly, the Clerk's Office reviewed all Board of Management policies, all Board of Management Records of Decisions, the *Legislative Assembly and Executive Council Act* and other relevant legislation, the 2005 Review of MLA's Compensation and Benefits and all operational policies.

As part of its ongoing review process, the Board of Management reviewed 11 issues dealing with internal policies and legislation.

Measure 3: Changes to legislation and policies

As part of the transition policy review, there were 3 policy changes arising from the recommendations of the Independent Commission, 6 changes to existing policies, 4 changes to operational policies, 1 new policy and 2 amendments to existing legislation.

As part of its ongoing review process, the Board of Management undertook 6 amendments to Board policies and 3 amendments to legislation.

KEY ACTIVITY 3: OFFICE OF THE CHIEF ELECTORAL OFFICER

Description

The principal mandate of the Office of the Chief Electoral Officer is to educate, inform and empower all eligible electors and candidates in the Northwest Territories to exercise their democratic right pursuant to the *Canadian Charter of Rights and Freedoms*, so that they may participate fully in the election process.

Major Program and Service Initiatives 2009/10

Electoral Maps. The Office of the CEO will revamp the maps used during an electoral event using a two part process. The first part is creating maps using GIS technology. The second part of the mapping project is to create a system specifically for Elections NWT that will allow digital mapping on-line.

Returning Officer Re-appointments: It is important that candidates and the electorate have confidence in the electoral system. One important piece of this is the recruitment and training of elections staff. Appointments for the current 19 Returning Officers have expired and all electoral districts must be re-staffed. The implementation of a Returning Officer Evaluation system is the first step in the recruitment process and will provide an objective, quantitative method for evaluating the suitability of Returning Officers.

Recruitment of a Chief Electoral Officer. The Chief Electoral Officer is appointed pursuant to Section 5(1) of the *Elections and Plebiscites* Act. The term of the incumbent Chief Electoral Officer will expire in January 2009. The recruitment process for a Chief Electoral Officer will begin in 2008-09.

Four Year Business Plan Update

Results to Date

All electoral districts have new or reappointed Returning Officers for a four year term. Work has begun on the implementation of the Returning Officer Evaluation system. Phase one has been implemented and all Returning Officers who are currently appointed have completed the written assessment.

A draft strategy for engaging youth has been prepared.

Work continues to progress regarding the possibility of bringing municipal elections under the Elections NWT umbrella.

The environmental scan that was committed to in the 2007-2008 budget has been completed and a three-year strategic plan has been created. This plan identifies activities and measureable goals to guide the Office of the Chief Electoral Officer during the next three years, dependant on requested funding being approved.

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KEY ACTIVITY 4: STATUTORY OFFICERS

Description

This activity provides for the independent operation of the following Statutory Officers: Languages Commissioner, Information and Privacy Commissioner, Conflict of Interest Commissioner, Equal Pay Commissioner, Human Rights Commission, Director of Human Rights and the Human Rights Adjudication Panel.

The Languages Commissioner ensures that institutions of the Legislative Assembly and GNWT respect the provisions of the *NWT Official Languages Act* and any other act or regulation relating to the status or use of official languages.

The Information and Privacy Commissioner provides an independent review of discretionary decisions made by public bodies in response to requests for access to information that government creates and receives.

The Conflict of Interest Commissioner provides advice to Members on how to arrange their business and financial affairs to comply with the conflict provisions included in Part 3 of the *Legislative Assembly and Executive Council Act*. The Commissioner also conducts investigations into conflict of interest complaints against Members.

The Equal Pay Commissioner is responsible for ensuring that public service employees are not, on the basis of sex, paid a lower rate than other employees who perform work of equal value.

The Human Rights Commission is responsible for promoting equality in order to reduce discrimination against territorial residents.

Major Program and Service Initiatives 2009/10

Standardization of Statutory Officers. A review of Statutory Officers enabling legislation will be undertaken with a focus on strengthening and standardizing those legislative clauses associated with independence and accountability.

Recruitment of Official Languages Commissioner. The Official Languages Commissioner is appointed pursuant to Section 15 of the Official Languages Act. The term of the incumbent Commissioner will expire in February 2009.

Recruitment of Conflict of Interest Commissioner. The Conflict of Interest Commissioner is appointed pursuant to Section 91 of the Legislative Assembly and Executive Act. The term of the incumbent Commissioner will expire in November 2009. The current incumbent performs the dual role of Conflict Commissioner and Ethics Counselor to the public service. Should this arrangement continue, the Board of Management will need to coordinate its recruitment activities with the Department of the Executive.

Four Year Business Plan Update

Results to Date

Amendments to the *Human Rights Act*. *Bill 12 An Act to Amend the Human Rights Act* was introduced and passed in the June 2008 session. The purpose of this *Act* is to clarify and distinguish the roles and responsibilities of the various agencies established under the *Human Rights Act*. Specifically, the *Act* provided:

1. The establishment of quorum for meetings of the Human Rights Commission Members and authorizing the Commission to establish its own rules and procedures.
2. The requirement for the Commission to provided audited financial statements in its annual report and changing the reporting period to the fiscal year.
3. The establishment of a clear distinction and separation of the duties of the Commission and the Director.
4. The elimination of the Commission's role as an employer and transferring the responsibility of management of the Human Rights Commission office to the Director who still reports to the Legislative Assembly. This included bringing all staff (with the exception of the Director) of the Human Rights Commission into the public service.
5. Removing the authority of the Human Rights Commission to recommend the enactment of Regulation directly to the Commissioner.

This Act comes into force April 1, 2009.

Recruitment of Statutory Officers. Since April 1, 2008, the following statutory officers have been appointed:

- Nitya Iyer — Equal Pay Commissioner
- Mary Pat Short — Chair, Human Rights Commission
- Yacub Adam — Member, Human Rights Commission
- George Collins — Member, Human Rights Commission
- Therese Boullard — Director, Human Rights Commission
- Deborah McLeod — Deputy Director, Human Rights Commission
- Adrian Wright — Chair, Human Rights Adjudication Panel
- James Posynick — Member, Human Rights Adjudication Panel
- Karen Snowshoe — Member, Human Rights Adjudication Panel

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Measures Reporting

Measure 1: Substance of annual reports, including number and type of recommendations made, and scope and nature of activities undertaken in support of mandates.

The 2006 Annual Report of the activities of the Conflict of Interest Commissioner was tabled in the House on August 20, 2007. No complaints were received during this period and a number of requests were received for advice and recommendations regarding specific obligations of Members under the conflict of interest provisions of the *Legislative Assembly and Executive Council Act*. The Commissioner attended the Canadian Conflict of Interest Network meeting in Iqaluit, Nunavut and a seminar on "The

Growing Relationship Between Legislative Assembly Officers and Citizens" in Winnipeg, Manitoba. In 2006-07, the Conflict of Interest Commissioner has a surplus of $13,000.

The 2006-07 Annual Report of the Equal Pay Commissioner was tabled in the House on August 20, 2007. No complaints were received within the scope of the *Public Service Act* and the Commissioner started a consultation process on draft regulations to the *Act*. The Equal Pay Commissioner finalized the office's website and delivered a presentation on the nature of women's continuing economic inequality in income from employment at the Annual Conference of the Canadian Association of Statutory Human Rights Agencies. In 2006-07, the Equal Pay Commissioner had a surplus of $63,000.

The 2006-07 Annual Report of the Information and Privacy Commissioner was tabled in the House on February 21, 2008. 19 files were opened including 12 requests for review, 3 requests for comment and 4 other requests. Seven review recommendations were issued plus recommendations on six broad topics. In 2006-07, the Information and Privacy Commissioner had a deficit of $7,000.

The 2006-07 Annual Report of the Human Rights Commission was tabled in the House on August 23, 2007. The Human Rights Commission opened 34 complaint files and received 427 public inquiries. As part of its educational mandate, the Commission visited 3 communities outside Yellowknife, made 6 public presentations, held 4 audio conferences and developed guides on Human Rights, Duty to Accommodate and Drug and Alcohol Testing. In addition, the Commission became a party to a complaint that was referred to the Human Rights Adjudication Panel. The Human Rights Commission had a deficit of $111,890 which is comprised of a deficit of $79,890 held by the Commission and a deficit of $32,000 held by the Legislative Assembly.

The 2006-07 Annual Report of the Official Languages Commissioner was tabled in the House on November 27, 2007. During the period, 1 complaint and 11 inquiries were received and acted upon and 2 recommendations for change were made. In 2006-07, the Official Languages Commissioner had a surplus of $71,000.

Measure 2: Unqualified audit opinions.

The Human Rights Commission is the only statutory office that receives funds through a grant or contribution. In 2007-08, the Commission received an unqualified audit opinion.

INFRASTRUCTURE INVESTMENTS

Activity to Date

Dedicated TV channel for Legislative Proceedings

Since the termination of its broadcast agreement with the Aboriginal People's Television Network in 2005, the Legislative Assembly has relied upon a variety o interim broadcasting media to provide access to the proceedings of the Assembly to the people of the NWT. These interim measures were inefficient, incapable of broadcasting the Assembly's proceedings to all communities in the NWT and do not have capability to accommodate broadcasts in the NWT's official languages.

The Legislative Assembly is now implementing a comprehensive solution to the Assembly's broadcasting requirements with particular emphasis on French and aboriginal broadcasts. This initiative will provide residents from remote communities with a greater opportunity to view the Legislative Assembly and participate in its role in governing the Territory.

The broadcast solution involves C-Band satellite distribution via Telesat Canada to 33 community-based integrated receiver/decoders, each capable of storing up to 16 hours of information and then broadcasting regionally appropriate programming. It is anticipated that implementation of the solution in all 33 communities will be completed in 2009-10.

Planned Activities - 2009/10

Security System Upgrade. The security system upgrade focuses on upgrading the digital video recorders, monitors and the camera control unit. The digital video recording system was installed in 2002 and is reaching the end of its expected life cycle. The current recorders do not have sufficient capacity to allow extremely detailed recordings from the security cameras. This upgrade is intended to address this shortfall by increasing capacity. This upgrade will also require improvements to the current operating system to accommodate the new equipment and recording levels. The monitors and camera control unit has exceeded its expected life cycle and is beginning to malfunction.

Exterior Door Replacement. Each entryway at the front of the building has two sets of doors which have reached the end of their expected lifecycle. Parts are no longer available for the doors, associated hardware or for the control system that provides automatic control for persons with disabilities. The scope of this project is to replace the doors in both of the main entrances at the front of the building. This work will include all hardware and automatic controls associated with providing access for persons with disabilities. It will also include modifications to the existing door frame for mounting of the new automation system.

Planned Activities – 2010/11 and 2011/12

Roadway repair and parking lot expansion – 2010/11. The parking facilities initially estimated for the Legislative Assembly were based upon members of the Department of the Executive maintaining offices

offsite and only requiring parking during Session and Committee meetings. They have since become full-time tenants of the facility and this has impacted the parking capacity.

Departmental and non-profit groups frequently use the Great Hall during regular working hours and during Session, often when the parking lot is already at or near capacity. The additional traffic associated with these events taxes the current parking and overflow areas, resulting in vehicles being left on the roadway and in areas currently not designated for parking. There are frequent violations related to the designated fire lanes and other internal parking policies. Under these circumstances, vehicles may be ticketed or towed at the owner's expense.

Despite ongoing maintenance, the roadway at the Legislative Assembly requires significant upgrades. The ongoing maintenance requirements are outstripping the existing maintenance budget as the roadway is starting to become a safety concern. The proposed investment includes a complete reconstruction of the roadways the installation of 21 energized parking stalls to the east of the current contractor parking lot.

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LEGISLATIVE INITIATIVES

Activity to Date

Review of the *Official Languages Act*. Section 35 of the Official Languages Act requires the Legislative Assembly or a committee of the Legislative Assembly review the provisions and operation of the Official Languages Act at the next Session following December 31, 2007. This review will examine:

a. the administration and implementation of the *Act* including: regulations, policies and procedures established by the Government of the Northwest Territories;
b. the achievement of the objectives stated in the preamble of the *Act*;
c. the effectiveness of the provisions of the *Act* and in particular the extent to which they are contributing to the objectives stated in the preamble; and
d. the roles and responsibilities of the Minister, the Official Languages Board, the Aboriginal Languages Revitalization Board, and the Languages Commissioner and the extent to which those roles and responsibilities have been fulfilled and are contributing to the objectives stated in the preamble.

To date, the Committee has conducted a literature and document review and numerous surveys, community visits and hearings. Specifically, actions to date include:

- 169 Aboriginal language specialists and frontline workers surveyed with 69 responding.
- Aboriginal Language Instructors, Interpreter/Translators, and other community based Aboriginal Language Specialists participated in eight regional focus groups.
- The Committee conducted community visits and public hearings in Délînê, Fort McPherson, Fort Resolution, Fort Simpson, Fort Smith, Inuvik, and Yellowknife.
- The Committee had meetings with community Aboriginal language groups in Behchoko, Dettah, Délînê, Fort McPherson, Fort Resolution, Fort Simpson, Fort Smith, K'atlodeeche (Hay River Reserve) and Inuvik.
- Representatives from Fort Providence, Ulukhaktok, Fort Liard, Trout Lake, Kakisa, Forth Good Hope, and Tulita took part in language group meetings on the Hay River Reserve, and in Inuvik, Fort Simpson and Délînê.

The Standing Committee on Government Operations will table a report, which may be an interim report, during the life of the Second Session, and a final report no later than February 2009.

Planned Activities - 2009/10

Standardization of Enabling Legislation of Statutory Officers. The review of Statutory Officers' enabling legislation will be undertaken to determine whether the existing legislative framework is appropriate with respect to their special relationship to the Legislative Assembly, their autonomy and accountability. The results of this review may require amendments to existing legislation.

Planned Activities – 2010/11 and 2011/12

Amendments to the *Legislative Assembly and Executive Council Act.* The statutory requirement to conduct an Independent Commission to Review Members' Compensation and Benefits will provide recommendations for change which may lead to amendments to the Act.

Amendments to the *Elections and Plebiscites Act.* The Chief Electoral Officer provided to the Speaker, a report that provided comment on the conduct and administration of the 2007 general election. The Chief Electoral Officer's report made recommendations for changes to the Elections and Plebiscites Act that will assist with improving the electoral system in the Northwest Territories. The report and any resulting amendments will require implementation prior to the next general election. It is anticipated that the Legislative Assembly will give direction on this by 2009.

HUMAN RESOURCE OVERVIEW

Overall Human Resource Statistics

All Employees

	2008	%	2007	%	2006	%
Total	24	100.0	28	100.0	26	100.0
Indigenous Employees	11	45.8	14	50.0	12	46.2
Aboriginal	5	20.8	5	17.9	3	11.5
Non-Aboriginal	6	25.0	9	32.1	9	34.6
Non-Indigenous Employees	13	54.2	14	50.0	14	53.8

Note: Information as of March 31 each year.

Senior Management Employees

	2008	%	2007	%	2006	%
Total	4	100.0	5	100.0	5	100.0
Indigenous Employees	3	75.0	3	60.0	3	60.0
Aboriginal	1	25.0	0	0.0	0	0.0
Non-Aboriginal	2	50.0	3	60.0	3	60.0
Non-Indigenous Employees	1	50.0	2	40.0	2	40.0
Male	3	75.0	4	80.0	4	80.0
Female	1	25.0	1	20.0	1	20.0

Note: Information as of March 31 each year.

Non-Traditional Occupations

	2008	%	2007	%	2006	%
Total	1	100.0	1	100.0	1	100.0
Female	0	0.0	0	0.0	0	0.0
Male	1	100.0	1	100.0	1	100.0

Note: Information as of March 31 each year.

Disabled Employees

	2008	%	2007	%	2006	%
Total	24	100.0	28	100.0	26	100.0
Disabled	0	0.0	0	0.0	0	0.0
Other	24	100.0	28	100.0	26	100.0

Note: Information as of March 31 each year.

Position Reconciliation

This information differs from the employee information on the preceding page. Employee information reflects actual employees on March 31 of each year, and the information presented below reflects position expenditures approved through the budget process for each fiscal year.

Active Positions

Summary:

	2008-09 Main Estimates	**Change**	**2009-10 Business Plan**
Total	28	4	32
Indeterminate full-time	27	4	31
Indeterminate part-time	1	0	1
Seasonal	0	0	0

Adjustments during the Year:

Position	Community	Region	Added/ Deleted	Explanation
Deputy Director	Yellowknife	Territorial	1.0	Transfer into Public Service
Human Rights Officer	Yellowknife	Territorial	1.0	Transfer into Public Service
Human Rights Officer	Yellowknife	Territorial	1.0	Transfer into Public Service
Administrative Officer	Yellowknife	Territorial	1.0	Transfer into Public Service

Other Human Resource Information

One of the stated priorities of the Legislative Assembly is to "improve human resource management within the GNWT through training, career planning, and encouraging innovation by employees." To address this priority, the Department of Human Resources is leading the development of a Corporate Human Resource Strategy for the Northwest Territories Public Service. The completion of this overall strategy will provide a framework for the development of departmental human resource plans and initiatives, including the development of succession plans and affirmative action plans. This work will be undertaken during the 2009-2010 fiscal year and will ensure a consistent and coordinated approach across government, providing equitable opportunities for all staff.

Human Resource Activities

During the summer of 2008, the Legislative Assembly hired five summer students of which 3 were indigenous aboriginal and 2 were indigenous non-aboriginal. One intern was hired in May and is an indigenous non-aboriginal. One indigenous aboriginal employee is on an internal developmental transfer assignment.

Activities Associated with Staff Training & Development

Development of staff continues to be a priority at the Legislative Assembly. During 2007-08, 10 staff members attended training courses or professional development seminars. The list of training courses attended included:

- Middle Managers Leadership Program – Yellowknife, NT
- Emerging Managers Leadership Program – Yellowknife, NT
- Legal Research on the Web – Yellowknife, NT
- Basic Media Relations Workshop – Yellowknife, NT
- Canadian Association Of Statutory Human Rights Agencies 2007 Workshop – Yellowknife, NT
- Effective Presentations – Yellowknife, NT
- Media Relations Presentation Skills – Yellowknife, NT
- Pre-Retirement Plan Workshop – Yellowknife, NT
- Modern Management Capacity – Yellowknife, NT
- Improving the Effectiveness of our Committee System and Consensus Government – Yellowknife, NT

The list of professional development conferences attended included:

- Association of Parliamentary Librarians Business Meeting – Ottawa, ON
- Canadian Association of Parliamentary Administrators Conference – Winnipeg, MB
- Canadian Association of Law Libraries 45th Annual Conference – Ottawa, ON
- Commonwealth Parliamentary Association Conference – New Delhi, India
- Commonwealth Parliamentary Association Presiding Officers Conference – Charlottetown, PEI
- Hansard Association of Canada 34th Annual Conference – Iqaluit, NU